

**Five Keys Schools and Programs**  
**ACADEMIC - Credentialed Teachers Salary Schedule (High school Counselor) 2022-2023 School Year**  
**Effective July 1st, 2022 (7% Increase effective 07/01/2021)**

\*The union contract does not provide for more than 8 years of full-time service credit for incoming teachers.

Education/Years of Experience	JUL 1, 2020 Hourly Rate	Current Hourly Rate	Current Daily Rate	Annual Salary 225 Days
<b>BA</b>				
1	\$ 47.74	\$ 51.09	\$ 332.05	\$74,712.30
2	\$ 48.25	\$ 51.63	\$ 335.59	\$75,506.94
3	\$ 48.86	\$ 52.28	\$ 339.83	\$76,460.89
4	\$ 49.57	\$ 53.04	\$ 344.77	\$77,573.67
5	\$ 50.28	\$ 53.80	\$ 349.72	\$78,686.30
6	\$ 50.99	\$ 54.56	\$ 354.66	\$79,799.08
7	\$ 51.71	\$ 55.32	\$ 359.61	\$80,911.86
8	\$ 52.42	\$ 56.09	\$ 364.55	\$82,024.64
9	\$ 53.13	\$ 56.85	\$ 369.50	\$83,137.27
10	\$ 53.84	\$ 57.61	\$ 374.44	\$84,250.05
11	\$ 54.55	\$ 58.37	\$ 379.39	\$85,362.84
12	\$ 55.26	\$ 59.13	\$ 384.34	\$86,475.62
13	\$ 55.97	\$ 59.89	\$ 389.28	\$87,588.24

Education/Years of Experience	JUL 1, 2020 Hourly Rate	Current Hourly Rate	Current Daily Rate	Annual Salary 225 Days
<b>BA + 30 Units</b>				
1	\$ 50.79	\$ 54.35	\$ 353.25	\$79,481.10
2	\$ 51.55	\$ 55.16	\$ 358.55	\$80,673.37
3	\$ 52.31	\$ 55.98	\$ 363.85	\$81,865.65
4	\$ 53.08	\$ 56.79	\$ 369.15	\$83,057.77
5	\$ 53.84	\$ 57.61	\$ 374.44	\$84,250.05
6	\$ 54.60	\$ 58.42	\$ 379.74	\$85,442.18
7	\$ 55.11	\$ 58.97	\$ 383.28	\$86,237.13
8	\$ 55.62	\$ 59.51	\$ 386.81	\$87,031.93
9	\$ 56.38	\$ 60.32	\$ 392.11	\$88,224.21
10	\$ 57.39	\$ 61.41	\$ 399.17	\$89,813.65
11	\$ 58.92	\$ 63.04	\$ 409.77	\$92,198.05
12	\$ 60.95	\$ 65.22	\$ 423.90	\$95,377.41
13	\$ 60.95	\$ 65.22	\$ 423.90	\$95,377.41

Education/Years of Experience	JUL 1, 2020 Hourly Rate	Current Hourly Rate	Current Daily Rate	Annual Salary 225 Days
<b>BA + 60 Units</b>				
1	\$ 52.82	\$ 56.52	\$ 367.36	\$82,656.70
2	\$ 54.04	\$ 57.82	\$ 375.85	\$84,565.85
3	\$ 55.26	\$ 59.13	\$ 384.33	\$86,474.99
4	\$ 56.89	\$ 60.87	\$ 395.67	\$89,025.74
5	\$ 58.41	\$ 62.50	\$ 406.24	\$91,404.35
6	\$ 59.93	\$ 64.13	\$ 416.81	\$93,782.96
7	\$ 61.46	\$ 65.76	\$ 427.45	\$96,177.22
8	\$ 62.98	\$ 67.39	\$ 438.03	\$98,555.83
9	\$ 64.50	\$ 69.02	\$ 448.60	\$100,934.44
10	\$ 66.33	\$ 70.97	\$ 461.33	\$103,798.16
11	\$ 68.70	\$ 73.51	\$ 477.81	\$107,506.91
12	\$ 70.23	\$ 75.15	\$ 488.45	\$109,901.17
13	\$ 70.23	\$ 75.15	\$ 488.45	\$109,901.17

Education/Years of Experience	JUL 1, 2020 Hourly Rate	Current Hourly Rate	Current Daily Rate	Annual Salary 225 Days
<b>Career Increment A</b>				
14	\$ 72.26	\$ 77.32	\$ 502.57	\$113,077.87
15	\$ 72.26	\$ 77.32	\$ 502.57	\$113,077.87
16	\$ 72.26	\$ 77.32	\$ 502.57	\$113,077.87

Career Increment B	JUL 1, 2020 Hourly Rate	Current Hourly Rate	Current Daily Rate	Annual Salary 225 Days
17	\$ 74.80	\$ 80.04	\$ 520.23	\$117,052.65
18	\$ 74.80	\$ 80.04	\$ 520.23	\$117,052.65
19	\$ 74.80	\$ 80.04	\$ 520.23	\$117,052.65

Career Increment C	JUL 1, 2020 Hourly Rate	Current Hourly Rate	Current Daily Rate	Annual Salary 225 Days
20	\$ 77.56	\$ 82.99	\$ 539.43	\$121,371.71
21	\$ 77.56	\$ 82.99	\$ 539.43	\$121,371.71
22	\$ 77.56	\$ 82.99	\$ 539.43	\$121,371.71

Career Increment D	JUL 1, 2020 Hourly Rate	Current Hourly Rate	Current Daily Rate	Annual Salary 225 Days
23	\$ 80.25	\$ 85.87	\$ 558.14	\$125,581.22
24	\$ 80.25	\$ 85.87	\$ 558.14	\$125,581.22
25	\$ 80.25	\$ 85.87	\$ 558.14	\$125,581.22

Career Increment E	JUL 1, 2020 Hourly Rate	Current Hourly Rate	Current Daily Rate	Annual Salary 225 Days
26	\$ 83.30	\$ 89.13	\$ 579.35	\$130,354.09
27	\$ 83.30	\$ 89.13	\$ 579.35	\$130,354.09
28	\$ 83.30	\$ 89.13	\$ 579.35	\$130,354.09